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CORRECTION NOTICE

The heading of Government Notice No. R. 1004 published in *Government Gazette* No. 30393 (Regulation Gazette No. 8762) of 26 October was published as "DEPARTMENT OF HEALTH/DEPARTEMENT VAN GESONDHEID" and should be "DEPARTMENT OF LABOUR/DEPARTEMENT VAN ARBEID".

DEPARTMENT OF LABOUR**GOVERNMENT NOTICE No. R. 1004of 26 October 2007****GLOBALY HARMONIZED SYSTEMS FOR CLASSIFICATION AND LABELLING OF CHEMICAL SUBSTANCES REGULATIONS**

The Minister of Labour has in accordance with section 43 of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), after consultation with the Advisory Council for Occupational Health and Safety, to make the regulation in the Schedule.

**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1052

9 November 2007

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY: MAIN COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 1079 of 3 November 2006 and R. 844 of 14 September 2007 with effect from 12 November 2007.

**M M S MDLADLANA
MINISTER OF LABOUR**

No. R. 1052

9 November 2007

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENTSKENNISGEWINGS

**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIE
VERVAARDIGINGSNYWERHEID : NASIONALE HOOF KOLLEKTIEWE
OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32(7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewings Nos. R. 1079 van 3 November 2006 en R. 844 van 14 September 2007 in, met ingang van 12 November 2007

**M M S MDLADLANA
MINISTER VAN ARBEID**

No. R. 1053

9 November 2007

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES
OF NATIONAL MAIN COLLECTIVE RE-ENACTING AND AMENDING
AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Clothing Manufacturing Industry, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 12 November 2007 and for the period ending 31 August 2012.

**M M S MDLADLANA
MINISTER OF LABOUR**

No. R. 1053

9 November 2007

WET OP ARBEIDSVERHOUDINGE, 1995**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIE
VERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYE VAN
NASIONALE HOOF KOLLEKTIEWE HERBEKRAGTIGING –
EN WYSIGINGSOOREENKOMS**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 12 November 2007 en vir die tydperk wat op 31 Augustus 2012 eindig.

**M M S MDLADLANA
MINISTER VAN ARBEID**

SCHEDULE

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY
NATIONAL MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made
and entered into by and between the

Cape Clothing Association

Consolidated Association of Employers of Southern Africa Region

Eastern Province Clothing Manufacturers' Association

Free State and Northern Cape Clothing Manufacturers' Association

Natal Clothing Manufacturers' Association

Northern Decentralised Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations")

of the one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry,

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

- (b) by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.
- (2) Clauses 1 (1) (b), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and the trade union respectively.

2. PERIOD OF OPERATION OF THIS AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32(2) of the Act, and shall remain in force until 31 August 2012. This Agreement shall bind the Parties and their members and shall remain effective beyond the expiry date determined by the Minister or until the Parties agree otherwise.

3. SPECIAL PROVISIONS

The provisions contained in clauses 11.1(1) and (5), 14.4B and 14.6(5) of Part A; clauses 19B, 23A(1) and (5) and 34(5) of Part B; clauses 4(5), 23B, 27(1) and (4) and 38(5) of Part C; clauses 19B, 22(5), 25(1) and 26A(1) and (2) of Part D; clauses 13A(1) and (2), 16B and 28(5) of Part E; clauses 11(4)(b), 14(1) and (5), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5) of Part F; clauses 11(4)(b), 14(1) and (5), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5) of Part G; clauses 11(4)(b), 14(1) and (5), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5) of Part H and clause 34 (5) of Part I of the Agreement published under Government Notices Nos. R. 1079 of 3 November 2006 and R. 844 of 14 September 2007, (hereinafter referred to as the "Former Agreement"), as further amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 10, 11.1(2) to (4), 11.2 to 14.4A, 14.5 to 14.6(4), and 14.6(6) to 18 of Part A; clauses 3 to 19A, 20 to 22, 23A(2) to (4), 23B to 34(4) and 34(6) to 38 of Part B; clauses 3 to 4(4), 4(6) to 23A, 24 to 26, 27(2) and (3), 27(5) to 38(4) and 38(6) to 41 of Part C; clauses 3 to 19A, 20 to 22(4), 22(6) to 24, 25(2) to (12) and 26A(3) to 29 of Part D; clauses 3 to 12, 13A(3) to 16A, 17 to 28(4) and 28(6) to 33 of Part E; clauses 3 to 11(4)(a), 11(5) to 13, 14(2) to (4), 15 to 19A, 20 to 26(12), 26(13)(g)(vi) to 37(4) and 37(6) to 45

of Part F; clauses 3 to 11(4)(a), 11(5) to 13, 14(2) to (4), 15 to 19A, 20 to 26(12), 26(13)(g)(vi) to 37 (4) and 37(6) to 45 of Part G; clauses 3 to 11(4)(a), 11(5) to 13, 14(2) to (4), 15 to 19A, 20 to 26 (12), 26(13)(g)(vi), to 37(4) and 37(6) to 45 of Part H; clauses 3 to 34(4) and 34(6) to 42 of Part I of the Former Agreement (as further amended, extended and re-enacted from time to time), shall apply to employers and employees.”.

5. PART A OF THE FORMER AGREEMENT: (PROVISIONS FOR THE EASTERN CAPE REGION)

1. In clause 6.1(1), substitute the existing wage schedule with the attached new wage schedule (for clothing establishments).

		Wage per week
		R
(a)	Foreman	990.00
(b)	Designer:	
	(i) Qualified:	1261.50
	(ii) Learners:	
	first six months of experience	430.50
	second six months of experience	501.00
	third six months of experience	600.00
	fourth six months of experience	668.50
	fifth six months of experience	743.50
	sixth six months of experience	806.00
	seventh six months of experience	877.50
	eighth six months of experience	948.00
	ninth six months of experience	1005.50
	Thereafter, the wage specified in (b)(i) i.e.	1261.50
(c)	Grader:	
	(i) Qualified:	906.00
	(ii) Learners:	

		Wage per week
		R
	first six months of experience	426.50
	second six months of experience	464.00
	third six months of experience	504.50
	fourth six months of experience	529.00
	fifth six months of experience	611.50
	sixth six months of experience	655.00
	seventh six months of experience	691.00
	eighth six months of experience	726.00
	ninth six months of experience	772.50
	Thereafter, the wage specified in (c)(i) i.e.	906.00
(d)	Marker-In:	
	(i) Qualified:	691.00
	(ii) Learners:	
	first six months of experience	426.50
	second six months of experience	457.00
	third six months of experience	487.50
	fourth six months of experience	520.00
	fifth six months of experience	581.00
	Thereafter, the wage specified in (d)(i) i.e.	691.00
(e)	Band-knife cutter:	
	Qualified	691.00
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee		
(f)	Cutter-out:	
	(i) Qualified:	610.50
	(ii) Learners:	
	first six months of experience	426.50
	second six months of experience	447.00
	third six months of experience	461.50
	fourth six months of experience	478.00
	fifth six months of experience	498.50
	Thereafter, the wage specified in (f)(i) i.e.	610.50
(g)	Layer-up:	
	(i) Qualified:	478.50
	(ii) Learners:	
	first six months of experience	426.50
	second six months of experience	436.00
	third six months of experience	443.50
	fourth six months of experience	450.50
	Thereafter, the wage specified in (g)(i) i.e.	478.50

		Wage per week
		R
(h)	Specialised presser:	
	(i) Qualified:	666.00
	(ii) Learners:	
	first six months of experience	426.50
	second six months of experience	444.50
	third six months of experience	460.00
	fourth six months of experience	478.00
	fifth six months of experience	497.50
	sixth six months of experience	514.00
	seventh six months of experience	562.50
	eighth six months of experience	582.50
	ninth six months of experience	595.50
	Thereafter, the wage specified in (h)(i) i.e.	666.00
(i)	Examiner:	
	(i) Qualified:	570.00
	(ii) Learners:	
	first six months of experience	478.00
	Thereafter, the wage specified in (i)(i) i.e.	570.00
(j)	Machinist, presser, trimmer, factory clerk, embroidery machinist and cloakroom attendant:	
	(i) Qualified:	559.00
	(ii) Learners:	
	first six months of experience	426.50
	second six months of experience	436.50
	third six months of experience	449.50
	fourth six months of experience	464.50
	fifth six months of experience	476.50
	Thereafter, the wage specified in (j)(i) i.e.	559.00
(k)	Progress examiner:	
	(i) Qualified:	565.00
	(ii) Learners:	
	first six months of experience	448.00
	Thereafter, the wage specified in (k)(i) i.e.	565.00
(l)	Despatcher:	
	(i) Qualified:	535.00
	(ii) Learners:	
	first six months of experience	451.50
	Thereafter, the wage specified in (l)(i) i.e.	535.00
(m)	Checker in the Knitting section:	

		Wage per week
		R
(i)	Qualified:	475.50
(ii)	Learners:	
	first six months of experience	426.50
	second six months of experience	436.00
	third six months of experience	447.00
	Thereafter, the wage specified in (m)(i) i.e.	475.50
(n)	General Worker:	
(i)	Qualified:	461.00
(ii)	Learners:	
	first six months of experience	426.50
	second six months of experience	436.00
	Thereafter, the wage specified in (n)(i) i.e.	461.00
(o)	Steambox pleater:	
(i)	Qualified:	573.00
(ii)	Learners:	
	first six months of experience	426.50
	second six months of experience	446.00
	third six months of experience	460.00
	fourth six months of experience	477.50
	Thereafter, the wage specified in (o)(i) i.e.	428.50
(p)	Plain sewer:	
(i)	Qualified:	477.50
(ii)	Learners:	
	first six months of experience	426.50
	second six months of experience	431.50
	third six months of experience	436.50
	fourth six months of experience	443.50
	fifth six months of experience	451.50
	Thereafter, the wage specified in (p)(i) i.e.	477.50
(q)	General assistant	522.00
(r)	Cleaner	464.50
(s)	Tea maker	464.50
(t)	Watchman	565.00
(u)	Motor vehicle driver:	
(i)	(aa) does not exceed 453 kg	563.00
	(ab) exceeds 453 kg but does not exceed 2 722 kg	606.00
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	669.50
	(ad) exceeds 4 536 kg	783.50
(ii)	Part-time driver of a motor vehicle	522.50

		Wage per week
		R
(v)	Clicker:	
	(i) Qualified:	914.50
	(ii) Learners:	
	first six months of experience	426.50
	second six months of experience	461.50
	third six months of experience	499.00
	fourth six months of experience	564.00
	fifth six months of experience	606.50
	sixth six months of experience	639.50
	seventh six months of experience	678.50
	eighth six months of experience	714.50
	ninth six months of experience	753.00
	Thereafter, the wage specified in (v)(i) i.e.	914.50
(w)	Beader	570.00
(x)	Chlorinator	513.00
(y)	Componder	606.50
(z)	Dipper	
	(i) Qualified:	
	Category A	606.50
	Category B	620.50
	Category C	640.50
	(ii) Learners:	
	first six months of experience to Category A	462.00
	first six months of experience to Category B	606.50
	first six months of experience to Category C	620.50
(aa)	Glove turner	697.49
(ab)	Mouldmaker	552.62
(ac)	Packer	464.63
(ad)	Quality product co-ordinator	729.38
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent:	
	Provided that-	
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent	
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.	

2. In clause 6.1(2), substitute the existing wage schedule with the attached new wage schedule (for garment knitting establishments).

		Wage per week
Part A - Cutting Department		
Pattern Maker:		
(a)	Qualified	1,180.50
(b)	Learner	
	First year	
	First six months of experience	661.50
	Second six months of experience	730.00
	Second year	
	First six months of experience	799.00
	Second six months of experience	873.00
	Third year	
	First six months of experience	951.50
	Second six months of experience	1,027.50
	Thereafter, the wage specified in (a), i.e.	1,180.50
Pattern Grader		
(a)	Qualified	953.50
(b)	Learner	
	First year	
	First six months of experience	622.50
	Second six months of experience	661.50
	Second year	
	First six months of experience	701.00
	Second six months of experience	750.50
	Third year	
	First six months of experience	799.00
	Second six months of experience	851.00
	Thereafter, the wage specified in (a), i.e.	953.50
Football Jersey Cutter		
(a)	Qualified	662.50
(b)	Learner	
	First year	
	First six months of experience	497.50
	Second six months of experience	527.00
	Second year	
	First six months of experience	554.50
	Second six months of experience	584.00
	Third year	
	First six months of experience	612.50
	Thereafter, the wage specified in (a), i.e.	662.50
Layer-up		
(a)	Qualified	571.00
(b)	Learner	
	First year	
	First six months of experience	480.50
	Second six months of experience	497.50

			Wage per week
		Second year	
		First six months of experience	519.50
		Thereafter, the wage specified in (a), i.e.	571.00
Part B - Factory Operatives			
Grade A employee:			
	(a)	Qualified	730.00
	(b)	Learner	
		First year	
		First six months of experience	513.50
		Second six months of experience	553.00
		Second year	
		First six months of experience	591.50
		Second six months of experience	622.50
		Third year	
		First six months of experience	662.50
		Thereafter, the wage specified in (a), i.e.	730.00
Grade B employee:			
	(a)	Qualified	623.50
	(b)	Learner	
		First year	
		First six months of experience	506.00
		Second six months of experience	532.00
		Second year	
		First six months of experience	559.50
		Thereafter, the wage specified in (a), i.e.	623.50
	(c)	If advanced to Grade A employee:	
		First six months from date of advancement	623.50
		Second six months from date of advancement	642.50
		Third six months from date of advancement	662.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	730.00
Grade C employee:			
	(a)	Qualified	553.00
	(b)	Learner	
		First year	
		First six months of experience	496.00
		Second six months of experience	510.00
		Thereafter, the wage specified in (a), i.e.	524.50
	(c)	If advanced to Grade B employee:	
		First six months from date of advancement	553.00
		Second six months from date of advancement	559.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	623.50

			Wage per week
Part C - Clerical employees			
Clerk			
(a)	Qualified		804.50
(b)	Learner		
	First year		592.50
	Second year		644.50
	Third year		
	First six months of experience		705.00
	Thereafter, the wage specified in (a), i.e.		804.50
Factory Clerk			
(a)	Qualified		604.00
(b)	Learner		
	First year		480.50
	Second year		512.00
	Third year		
	First six months of experience		553.00
	Thereafter, the wage specified in (a), i.e.		604.00
Part D - General			
Boiler attendant			573.00
Despatch packer			591.50
General Worker			553.00
Labourer			559.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -			
(a)	does not exceed 1 360 kg		591.50
(b)	exceeds 1 360 but not 2 720 kg		614.00
(c)	exceeds 2 720 kg		701.00
Supervisor, quality controller and instructor			750.50
Traveller's driver			614.00
Watchman or caretaker, whose ordinary hours of work are -			
(a)	less than 60 hours per week		638.50
(b)	60 hours per week		670.00

3. In clause 6.1(3), substitute the year "2007" for the year "2006" wherever it appears.

6. In clause 6.3(2), substitute the expression "1 September 2007" for the expression "1 September 2006".

7. In clause 8.1(1)(a)(ii), insert the following expression to the end of the current paragraph:

"and shall not be paid less than three weeks' wages as annual leave pay."

8. Substitute clause 12.1(3) with the following new subclause:

"(a) The employer shall deduct an amount of 60 cents per week from the wages of each employee.

(b) An employer shall, in respect of each contributor from whose wages deductions are made in terms of subclause (a) above, contribute an amount of 63 cents per week.

(c) The total amount deducted, together with his contribution in terms of subclause (b) above, shall be forwarded by the employer to the Regional Secretary of the Regional Chamber of the Council, not later than the seventh day of the month following that to which it refers, together with a statement in such form as the Council may from time to time specify."

9. In clause 12.2, substitute the expression "21 cents per week" for the expression "20 cents per week".
10. In clause 12.4, substitute the expression "32 cents per week" for the expression "30 cents per week".
11. In clause 15(1), substitute the expression "31 August 2008" for the expression "31 August 2007" and the expression "1 September 2007" for the expression "1 September 2006".
12. Substitute clause 16(1) with the following new subclause:

"(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry."

**6. PART B OF THE FORMER AGREEMENT: (PROVISIONS FOR THE
FREE STATE AND NORTHERN CAPE REGION)**

1. In clause 4(1), substitute the existing wage schedule with the attached new wage schedule.

		Wage per week
		R
A. ALL AREAS		
(i)	(a) Foreman:	1645.00
	(b) Supervisor/Quality Controller:	
	(i) Qualified:	672.50
	(ii) Learners:	
	first six months of experience	461.50
	second six months of experience	551.00
	Thereafter, the wage specified in (b)(i) i.e.	672.50
	(c) Cloakroom Supervisor/Watchman:	468.00
	(d) Mechanic:	1543.50
	(e) Unqualified Mechanic:	575.00
	(f) Watchman:	468.00
	(g) Labourer:	366.00
	(h) Boiler attendant:	402.50
(ii)	Pattern Grader:	
	(i) Qualified:	871.40
	(ii) Learners:	
	first six months of experience	336.50
	second six months of experience	403.00
	third six months of experience	469.50
	fourth six months of experience	538.00
	fifth six months of experience	603.50
	sixth six months of experience	670.00
	seventh six months of experience	737.00
	eighth six months of experience	803.00
	Thereafter, the wage specified in (ii)(i) i.e.	871.50
(iii)	Marker-In:	
	(i) Qualified:	672.50
	(ii) Learners:	
	first six months of experience	336.50
	second six months of experience	377.50
	third six months of experience	421.50
	fourth six months of experience	462.50
	fifth six months of experience	505.00
	sixth six months of experience	546.00
	seventh six months of experience	588.50
	eighth six months of experience	629.50
	Thereafter, the wage specified in (iii)(i) i.e.	672.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out	
	(i) Qualified:	539.00
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	356.50
	third six months of experience	394.00
	fourth six months of experience	429.50
	fifth six months of experience	466.00
	sixth six months of experience	502.50
	Thereafter, the wage specified in (iv)(i) i.e.	539.00
(v)	Checker, Examiner and/or Passer:	

		Wage per week
		R
	(i) Qualified:	468.00
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	356.50
	third six months of experience	394.00
	fourth six months of experience	430.00
	Thereafter, the wage specified in (v)(i) i.e.	467.50
(vi)	(a) Invoice Clerk:	
	(i) Qualified:	672.50
	(ii) Learners:	
	first six months of experience	484.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	672.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:	
	(i) Qualified:	492.50
	(ii) Learners:	
	first six months of experience	353.50
	second six months of experience	422.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	492.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:	
	(i) Qualified:	530.50
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	355.00
	third six months of experience	389.00
	fourth six months of experience	424.50
	fifth six months of experience	459.50
	sixth six months of experience	469.50
	Thereafter, the wage specified in (vii)(i) i.e.	530.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:	
	(a) Does not exceed 2 722 kg	580.50
	(b) Exceeds 2 722 kg	674.00
(ix)	Part-time Driver of a Motor Vehicle	528.00
(x)	Knitting Machine Operator:	
	(i) Qualified:	691.00
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	382.50
	third six months of experience	443.50
	fourth six months of experience	505.50
	fifth six months of experience	567.00
	sixth six months of experience	630.00
	Thereafter, the wage specified in (x)(i) i.e.	691.00
(xi)	Maintenance Hand:	
	(i) Qualified:	396.00
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	335.00
	third six months of experience	348.00

		Wage per week
		R
	fourth six months of experience	364.50
	fifth six months of experience	382.00
	Thereafter, the wage specified in (xi)(i) i.e.	395.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD		
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:	
	(i) Qualified:	468.00
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	344.50
	third six months of experience	368.50
	fourth six months of experience	394.00
	fifth six months of experience	418.50
	sixth six months of experience	443.00
	Thereafter, the wage specified in (i)(i) i.e.	468.00
	Set Leader and/or Team Leader:	497.50
(ii)	General Worker/Pleater:	
	(i) Qualified:	353.50
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	336.00
	Thereafter, the wage specified in (ii)(i) i.e.	353.50
(iii)	Despatch Packer and Layer-up:	
	(i) Qualified:	365.50
	(ii) Learners:	
	first six months of experience	320.00
	second six months of experience	342.50
	Thereafter, the wage specified in (iii)(i) i.e.	365.50
(iv)	Plain Sewer:	
	(i) Qualified:	382.50
	(ii) Learners:	
	first six months of experience	320.00
	Thereafter, the wage specified in (iv)(i) i.e.	382.50
(v)	Sample Machinist :	532.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT		
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:	
	(i) Qualified:	424.00
	(ii) Learners:	
	first six months of experience	292.50
	second six months of experience	314.50
	third six months of experience	336.50
	fourth six months of experience	358.50
	fifth six months of experience	380.00
	sixth six months of experience	401.50

		Wage per week
		R
	Thereafter, the wage specified in (i)(i) i.e.	424.00
Set Leader and/or Team Leader:		451.50
(ii)	General Worker/Pleater:	
	(i) Qualified:	329.00
	(ii) Learners:	
	first six months of experience	292.50
	second six months of experience	311.50
	Thereafter, the wage specified in (ii)(i) i.e.	329.00
(iii)	Despatch Packer:	
	(i) Qualified:	345.50
	(ii) Learners:	
	first six months of experience	292.50
	second six months of experience	319.00
	Thereafter, the wage specified in (iii)(i) i.e.	345.50
(iv)	Layer-Up:	
	(i) Qualified:	339.00
	(ii) Learners:	
	first six months of experience	292.50
	second six months of experience	316.00
	Thereafter, the wage specified in (iv)(i) i.e.	339.00
(v)	Plain Sewer:	
	(i) Qualified:	349.50
	(ii) Learners:	
	first six months of experience	292.50
	Thereafter, the wage specified in (v)(i) i.e.	349.50
(vi)	Sample Machinist :	482.00

2. In clause 4(6), substitute the year "2007" for the year "2006" wherever it appears.

3. In clause 13(1)(a)(i), insert the following new sentence at the end of the current paragraph:

"no such employee shall be paid less than three weeks' wages as annual leave pay."

4. In clause 21(2), substitute the expression "R5,06" for the expression "R4,80".
5. In clause 21(3), substitute the expression "R7,21" for the expression "R6,83".
6. In clause 23.C.(1), substitute the expression **"Ten days per annum per trade union representative"** for the expression **"Nine days per annum per trade union representative"**.
7. In clause 36(1), substitute the expression "31 August 2008" for the expression "31 August 2007" and the expression "1 September 2007" for the expression "1 September 2006".
8. Substitute clause 37(1) with the following new subclause:

"(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry."

**7. PART C OF THE FORMER AGREEMENT: (PROVISIONS FOR THE
KWAZULU-NATAL REGION)**

1. In clause 4.1(a), substitute the existing wage schedule with the attached new wage schedule (for clothing establishments).

EXPERIENCE	GRADE 1	GRADE 2	GRADE A	HEAD CUTTE R	ASSIST HEAD CUTTE R	CUTTER / TRIMME R	B/KNIFE CUTTER	MECHANIC	CLERK	WATCH MAN
0 - 6 Months	R 393.20	R 391.10	R 412.05	R 950.35	R 760.25	R 374.60	R 419.05	R 471.25	R 434.05	R 535.05
7 - 12 Months	R 434.95	R 517.75	R 530.45			R 418.45	R 465.35	R 541.15	R 490.05	
13 - 18 Months	R 476.60					R 460.65	R 507.85	R 621.10	R 536.10	
19 - 24 Months	R 595.70					R 510.75	R 556.10	R 700.95	R 638.35	
25 - 30 Months						R 597.15	R 628.40	R 786.20		
31 - 36 Months								R 864.50		
37 - 42 Months								R 941.60		
> 43 Months								R 1,021.35		

2. In clause 4.1(b), substitute the existing wage schedule with the attached new wage schedule (for garment knitting establishments).

		Wage per week
		R
(I)	Foreman:	1118.20
(II)	Dyer: (See (iv) below)	
(III)	Storeman:	
	(i) Qualified:	1076.35
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	560.70
	third six months of experience	732.65
	fourth six months of experience	904.50
	Thereafter, the wage specified in (iii)(i) i.e.	1076.35

		Wage per week
		R
(iv)	Mechanic/Dyer:	
	(i) Qualified:	1118.20
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	461.70
	third six months of experience	534.70
	fourth six months of experience	607.65
	fifth six months of experience	680.65
	sixth six months of experience	753.35
	seventh six months of experience	826.50
	eighth six months of experience	899.40
	ninth six months of experience	972.25
	tenth six months of experience	1045.35
	Thereafter, the wage specified in (iv)(i) i.e.	1118.20
(v)	Mechanic's Assistant:	
	(i) Qualified:	732.45
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	422.90
	third six months of experience	457.70
	fourth six months of experience	491.70
	fifth six months of experience	526.30
	sixth six months of experience	560.80
	seventh six months of experience	594.95
	eighth six months of experience	629.45
	ninth six months of experience	663.65
	tenth six months of experience	698.15
	Thereafter, the wage specified in (v)(i) i.e.	732.45
(vi)	Supervisor:	774.30
(vii)	Final Examiner of fully-fashioned garments:	719.10
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:	
	(i) Qualified:	709.10
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	467.60
	third six months of experience	546.45
	fourth six months of experience	625.35
	Thereafter, the wage specified in (viii)(i) i.e.	704.10
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:	
	(i) Qualified:	704.10
	(ii) Learners:	

		Wage per week
		R
	first six months of experience	388.85
	second six months of experience	441.30
	third six months of experience	493.70
	fourth six months of experience	546.45
	fifth six months of experience	598.90
	sixth six months of experience	651.60
	Thereafter, the wage specified in (ix)(i) i.e.	704.10
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:	
	(i) Qualified:	614.35
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	445.05
	third six months of experience	501.40
	fourth six months of experience	558.00
	Thereafter, the wage specified in (x)(i) i.e.	614.35
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:	
	(a) does not exceed 453,5 kg	587.35
	(b) exceeds 453,5 kg but not 2 721 kg	693.45
	(c) exceeds 2 721 kg but not 4 535 kg	738.40
	(d) exceeds 4 535 kg	801.30
(xii)	Security Officer:	897.00
(xiii)	Watchman:	692.25
(xiv)	Employee not elsewhere specified:	
	(i) Qualified:	720.65
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	471.70
	third six months of experience	554.85
	fourth six months of experience	637.65
	thereafter, the wage specified in (xiv)(i) i.e.	720.65
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.	
	(i) Qualified	505.05

		Wage per week
		R
	(ii) Learners:	
	first six months of experience	388.85
	second six months of experience	427.50
	third six months of experience	466.50
	Thereafter, the wage specified in (xv) (i) i.e.	505.05
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	505.05
(xvii)	General Worker (Knitting)	586.70

3. In clause 4(6), substitute the year "2007" for the year "2006" wherever it appears.
4. In clause 14(1)(a), insert the following new sentence at the end of the current paragraph:

"no such employees shall be paid less than three weeks' wages as annual leave pay."
5. In clause 25(1), substitute the expression "R1,50 per week" for the expression "R1,30 per week".
6. In clause 29(4), substitute the expression **"ten working days paid leave"** for the expression **"nine working days paid leave"**.
7. Substitute clause 39(3)(a) with the following new subclause:

“(a) The Council shall conduct a survey on the extent and type of contract work in the clothing industry.”.

8. In clause 40(1), substitute the expression “31 August 2008” for the expression “31 August 2007” and the expression “1 September 2007” for the expression “1 September 2006”.

8. PART D OF THE FORMER AGREEMENT: (PROVISIONS FOR THE NORTHERN REGION (CLOTHING))

1. In clause 4A(1), substitute the expression “31 August 2007” for the expression “30 June 2005” in the preamble to this subclause.
2. In clause 4A(1), substitute the existing wage schedule with the attached new wage schedule.

		Wage per week
		R
(A)	Pattern Maker and/or Grader:	
	(i) Qualified:	1,083.40
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	505.10
	third six months of experience	621.50
	fourth six months of experience	727.50
	fifth six months of experience	853.70
	sixth six months of experience	969.70
	Thereafter, the wage specified in (A)(i) i.e.	1,083.40

		Wage per week
		R
(B)	Marker-In:	
	(i) Qualified:	899.50
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	474.50
	third six months of experience	559.50
	fourth six months of experience	644.60
	fifth six months of experience	729.70
	sixth six months of experience	814.80
	Thereafter, the wage specified in (B)(i) i.e.	899.50
(C)	Mechanic:	
	(i) Qualified:	877.30
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	443.40
	third six months of experience	497.80
	fourth six months of experience	552.10
	fifth six months of experience	606.60
	sixth six months of experience	660.40
	seventh six months of experience	714.90
	eighth six months of experience	769.10
	ninth six months of experience	823.50
	Thereafter, the wage specified in (C)(i) i.e.	877.30
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:	
	(i) Qualified:	651.60
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	455.00
	third six months of experience	520.80
	fourth six months of experience	587.00
	Thereafter, the wage specified in (D)(i) i.e.	651.60
*(E1)	Sample Machinist:	647.90
(E)	Sewing Machinist, Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Filter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:	
	(i) Qualified:	563.20
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	432.90
	third six months of experience	475.70
	fourth six months of experience	520.90

		Wage per week
		<i>R</i>
	Thereafter, the wage specified in (E)(i) i.e.	563.20
(F1)	Machinist promoted to Assistant Supervisor:	
	(i) Qualified:	669.40
	(ii) Learners:	
	first six months of experience	563.20
	second six months of experience	599.80
	third six months of experience.	635.20
	Thereafter, the wage specified in (F1)(i) i.e	669.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:	
	(i) Qualified:	669.40
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	459.70
	third six months of experience	529.70
	fourth six months of experience	600.40
	Thereafter, the wage specified in (F)(i) i.e.	669.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenzizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:	
	(i) Qualified:	467.30
	(ii) Learners:	
	first six months of experience	390.10
	second six months of experience	409.00
	third six months of experience	428.30
	fourth six months of experience	447.50
	Thereafter, the wage specified in (G)(i) i.e.	467.30
(H1)	Foreman:	1,478.10
(H2)	Supervisor, Assistant Foreman, Head Cutter:	806.20
(H3)	Artisan:	1,687.40
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	519.30
(H5)	Watchman:	600.00
(H6)	Driver (Light Motor Vehicle):	591.50
(H7)	Driver (Medium Motor Vehicle):	632.30
	Sample machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement."	

3. In clause 4A(2)(b), substitute the following table for the existing table:

Category	Column 1 (R)	Column 2 (R)
A	1 083.40	56.50
B	899.50	46.90
C	877.30	45.70
D	651.60	34.00
E1	647.90	33.80
E	563.20	29.40
F1	669.40	34.90
F	669.40	34.90
G1	467.30	24.40
H1	1 478.10	77.00
H2	806.20	42.00
H3	1 687.40	88.00
H4	519.30	27.00
H5	600.00	31.30
H6	591.50	30.80
H7	632.30	33.00

4. In clause 4A(7), substitute the year "2007" for the year "2006", wherever it appears.

5. In clause 4B(8), substitute the existing wage schedule with the attached new wage schedule (for Millinery Sector establishments).

		Wage per week
		R
(a)	Supervisor:	909.30
(b)	Milliner (Upgrade to Trimmer):	
	(i) Qualified	721.30
	(ii) Learners:	
	first six months of experience	511.00
	second six months of experience	558.70
	third six months of experience	613.50
	fourth six months of experience	680.40
	Thereafter, the wage specified in (b)(i) i.e.	721.20
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):	
	(i) Qualified:	606.90
	(ii) Learners:	
	first six months of experience	503.00
	second six months of experience	519.40
	third six months of experience	552.10
	fourth six months of experience	577.80
	Thereafter, the wage specified in (c)(1)(i) i.e.	606.90
	(2) Driver:	606.90
(d)	Machine Operator & Chopper-Out:	
	(i) Qualified:	561.60
	(ii) Learners:	
	first six months of experience	354.10
	second six months of experience	404.70
	third six months of experience	433.40
	fourth six months of experience	500.20
	Thereafter, the wage specified in (d)(i) i.e.	561.60
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:	
	(i) Qualified:	478.60
	(ii) Learners:	
	first six months of experience	354.10
	second six months of experience	388.10
	third six months of experience	416.80
	fourth six months of experience	448.40
	Thereafter, the wage specified in (e)(i) i.e.	478.60
(f)	Boiler Attendant & Watchman:	523.60

6. In subclause 12(1), insert the following expression after the expression “15 working days’ holiday on full pay” and the proviso commencing with the expression “Provided that an employee who during any year...”:

“No such employee shall be paid less than three weeks’ wages as annual leave pay:”.

7. In clause 26C(1), substitute the expression **“ten days’ paid time off per annum”** for the expression **“nine days’ paid time off per annum”**.
8. In clause 27(1), substitute the expression **“31 August 2008”** for the expression **“31 August 2007”** and the expression **“1 September 2007”** for the expression **“1 September 2006”**.
9. Substitute clause 28(1) with the following new subclause:

“(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry.”.

**9. PART E OF THE FORMER AGREEMENT: (PROVISIONS FOR THE
NORTHERN REGION (KNITTING))**

1. In clause 4(1)(a), substitute the existing wage schedule with the attached new wage schedule.

		Wage per week
		R
(i)	Foreman:	1,124.00
(ii)	Dyer: (See (iv) below)	
(iii)	Storeman:	
	(i) Qualified:	1081.90
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	563.40
	third six months of experience	736.30
	fourth six months of experience	909.10
	Thereafter, the wage specified in (iii)(i) i.e.	1,081.90
(iv)	Mechanic/Dyer:	
	(i) Qualified:	1,124.00
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	463.80
	third six months of experience	537.20
	fourth six months of experience	610.50
	fifth six months of experience	684.00
	sixth six months of experience	757.10
	seventh six months of experience	830.60
	eighth six months of experience	903.90
	ninth six months of experience	977.10
	tenth six months of experience	1,050.80
	Thereafter, the wage specified in (iv)(i) i.e.	1,124.00
(v)	Mechanic's Assistant:	
	(i) Qualified:	736.00
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	424.70
	third six months of experience	459.80
	fourth six months of experience	494.00
	fifth six months of experience	528.80
	sixth six months of experience	563.50
	seventh six months of experience	597.80
	eighth six months of experience	632.50
	ninth six months of experience	666.90
	tenth six months of experience	701.60
	Thereafter, the wage specified in (v)(i) i.e.	736.00
(vi)	Supervisor:	778.20
(vii)	Final Examiner of fully-fashioned garments:	722.60
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:	

		Wage per week
		<i>R</i>
	(i) Qualified	707.60
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	469.70
	third six months of experience	549.00
	fourth six months of experience	628.40
	Thereafter, the wage specified in (viii)(i) i.e.	707.60
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:	
	(i) Qualified:	707.60
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	443.20
	third six months of experience	496.00
	fourth six months of experience	549.00
	fifth six months of experience	601.80
	sixth six months of experience	654.70
	Thereafter, the wage specified in (ix)(i) i.e.	707.60
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist including a button, buttonhole and hemming machinist, Mender and Plain Sewer:	
	(i) Qualified:	617.30
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	447.00
	third six months of experience	503.80
	fourth six months of experience	560.60
	Thereafter, the wage specified in (x)(i) i.e.	617.30
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:	
	(a) does not exceed 453,5 kg	590.20
	(b) exceeds 453,5 kg but not 2 721 kg	696.80
	(c) exceeds 2 721 kg but not 4 535 kg	742.00
	(d) exceeds 4 535 kg	805.30
(xii)	Security Officer:	901.50
(xiii)	Watchman:	695.60
(xiv)	Employee not elsewhere specified:	
	(i) Qualified:	724.20
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	473.80
	third six months of experience	557.40

		Wage per week
		R
	fourth six months of experience	640.70
	Thereafter, the wage specified in (xiv)(i) i.e.	724.20
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	589.40
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	507.40
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:	
	(i) Qualified:	507.40
	(ii) Learners:	
	first six months of experience	390.60
	second six months of experience	429.40
	third six months of experience	468.60
	Thereafter, the wage specified in (xvii) (i) i.e.	507.40

2. In clause 4(7), substitute the year "2007" for the year "2006" wherever it appears.
3. In clause 8(1), insert the following expression after the expression "15 working days' holiday on full pay" and the proviso commencing with the expression "Provided that an employee who during any year...":

"No such employee shall be paid less than three weeks' wages as annual leave pay:".

4. In clause 13C(1)(a), substitute the expression **“Ten days per annum”** for the expression **“Nine (9) days per annum”**.
5. In clause 19(3), substitute the expression “R6,51” for the expression “R6,17”.
6. In clause 19(4), substitute the expression “R6,51 per employee per week” for the expression “R6,83”.
7. In clause 19(5), substitute the expression “R7,21 per employee per week” for the expression “R6,50”.
8. In clause 20(2)(a), substitute the expression “R2,33” for the expression “R2,21”.
9. In clause 20(2)(b), substitute the expression “R1,99 per week” for the expression “R1,89”.
10. In clause 31(1), substitute the expression “31 August 2008” for the expression “31 August 2007” and the expression “1 September 2007” for the expression “1 September 2006”.
11. Substitute clause 32(1) with the following new subclause:

“(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry.”.

10. PART F OF THE FORMER AGREEMENT: (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))

1. In clause 1(2)(b), substitute the expression “R58 448,00 per annum” for the expression “R52 832,00 per annum”.

2. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS

- 2.1 Substitute the expression “Clerk (clothing and millinery sectors)” for the expression “Clerk”.
- 2.2 Substitute the expression “general worker” for the expression “labourer” where it appears under part B (for the purposes of the Millinery Sector of the Industry).
- 2.3 Insert the following new definition after the definition of “milliner”:

“Millinery Industry’ means the industry in which employers and employees are associated for the design and making of complete hats with material and the set out and/or chop out of patterns, but excludes –

- retail millinery, i.e. making hats for sale in such establishments; and

- the making of single hats to the measurement of individual persons."
3. Substitute the definition of "milliner machinist" with the following new definition":
- "millinery machinist'** means an employee who performs any operation by sewing machine within a millinery establishment and shall include an employee in the millinery industry not elsewhere specified in this part of the Agreement."
4. In clause 4(1)(a), substitute the existing wage schedule with the attached new wage schedule (for clothing establishments).

		Wage per week
		R c
Part A - Cutting Department		
Head Cutter		1,124.00
Pattern Maker:		
(a)	Qualified	1,124.00
(b)	Learner	
	First year	
	First six months of experience	629.50
	Second six months of experience	695.00
	Second year	
	First six months of experience	761.00
	Second six months of experience	831.00
	Third year	
	First six months of experience	905.50
	Second six months of experience	978.00
	Thereafter, the wage specified in (a), i.e.	1,124.00
Pattern Grader		
(a)	Qualified	907.00
(b)	Learner	

		Wage per week	
		R	c
	First year		
	First six months of experience		592.50
	Second six months of experience		629.50
	Second year		
	First six months of experience		667.00
	Second six months of experience		714.50
	Third year		
	First six months of experience		761.00
	Second six months of experience		810.00
	Thereafter, the wage specified in (a), i.e.		907.00
Cutter, lay-maker:			
(a)	Qualified		874.50
(b)	Learner		
	First year		
	First six months of experience		531.50
	Second six months of experience		585.00
	Second year		
	First six months of experience		638.00
	Second six months of experience		698.00
	Third year		
	First six months of experience		765.50
	Thereafter, the wage specified in (a), i.e.		874.50
Interlining cutter, trimmer, leather cutter and tie cutter			
(a)	Qualified		630.50
(b)	Learner		
	First year		
	First six months of experience		473.50
	Second six months of experience		501.50
	Second year		
	First six months of experience		528.00
	Second six months of experience		556.00
	Third year		
	First six months of experience		583.00
	Thereafter, the wage specified in (a), i.e.		630.50
(c)	If advanced to learner cutter:		
	First six months from date of advancement		683.50
	Second six months from date of advancement		765.50
	Thereafter, the wage specified for a qualified cutter, i.e.		874.50
Layer-up:			
(a)	Qualified		543.50
(b)	Learner		
	First year		
	First six months of experience		457.50
	Second six months of experience		473.50
	Second year		
	First six months of experience		494.50
	Thereafter, the wage specified in (a), i.e.		543.50

		Wage per week
		R c
(c)	If advanced to learner cutter:	
	First six months from date of advancement	543.50
	Second six months from date of advancement	638.00
	Third six months from date of advancement	698.00
	Fourth six months from date of advancement	765.50
	Thereafter, the wage specified for a qualified cutter, i.e.	874.50
(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:	
	First six months from date of advancement	543.50
	Second six months from date of advancement	583.00
	Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	630.50
(e)	If advanced to fitter-up:	
	First six months from date of advancement	543.50
	Second six months from date of advancement	563.00
	Third six months from date of advancement	592.50
	Fourth six months from date of advancement	630.50
	Thereafter, the wage specified for fitter-up, i.e.	695.00
Clicker:		
(a)	Qualified	650.50
(b)	Learner	
	First year	487.50
	Second year	556.00
	Thereafter, the wage specified in (a) i.e.	650.50
Tracer:		
(a)	Qualified	610.00
(b)	Learner	
	First year	
	First six months of experience	487.50
	Second six months of experience	522.00
	Second year	
	First six months of experience	552.00
	Thereafter, the wage specified in (a), i.e.	610.00
Part B - Factory Operatives		
Clothing machine mechanic:		
(a)	Qualified	1,124.00
(b)	Learner	
	First year	
	First six months of experience	629.50
	Second six months of experience	695.00
	Second year	
	First six months of experience	761.00

		Wage per week
		R c
	Second six months of experience	831.00
	Third year	
	First six months of experience	905.50
	Second six months of experience	978.00
	Thereafter, the wage specified in (a), i.e.	1,124.00
Clothing technician:		
(a)	Qualified	1,124.00
(b)	Learner	
	First year	
	First six months of experience	629.50
	Second six months of experience	695.00
	Second year	
	First six months of experience	761.00
	Second six months of experience	831.00
	Third year	
	First six months of experience	905.50
	Second six months of experience	978.00
	Thereafter, the wage specified in (a), i.e.	1,124.00
Grade A employee:		
(a)	Qualified	695.00
(b)	Learner	
	First year	
	First six months of experience	489.00
	Second six months of experience	527.00
	Second year	
	First six months of experience	563.00
	Second six months of experience	592.50
	Third year	
	First six months of experience	630.50
	Thereafter, the wage specified in (a), i.e.	695.00
Grade B employee:		
(a)	Qualified	594.00
(b)	Learner	
	First year	
	First six months of experience	482.00
	Second six months of experience	507.00
	Second year	
	First six months of experience	532.50
	Thereafter, the wage specified in (a), i.e.	594.00
(c)	If advanced to Grade A employee:	
	First six months from date of advancement	594.00
	Second six months from date of advancement	611.50
	Third six months from date of advancement	630.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	695.00
Grade C employee:		
(a)	Qualified	527.00
(b)	Learner	
	First year	

		Wage per week
		R c
	First six months of experience	472.50
	Second six months of experience	486.00
	Thereafter, the wage specified in (a), i.e.	527.00
(c)	If advanced to Grade B employee:	
	First six months from date of advancement	527.00
	Second six months from date of advancement	532.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	594.00
Underpresser, blocker:		
(a)	Qualified	532.50
(b)	Learner	
	First year	
	First six months of experience	457.50
	Second six months of experience	473.50
	Second year	
	First six months of experience	494.50
	Thereafter, the wage specified in (a), i.e.	532.50
(c)	If advanced to learner presser:	
	First six months from date of advancement	532.50
	Second six months from date of advancement	630.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	695.00
Part C - Clerical employees		
Clerk		
(a)	Qualified	765.50
(b)	Learner	
	First year	564.50
	Second year	614.00
	Third year	
	First six months of experience	671.00
	Thereafter, the wage specified in (a), i.e.	765.50
Factory Clerk		
(a)	Qualified	575.00
(b)	Learner	
	First year	457.50
	Second year	487.50
	Third year	
	First six months of experience	527.00
	Thereafter, the wage specified in (a), i.e.	575.00
Part D - General		
Boiler attendant		545.50
Despatch packer		563.00
General Worker		527.00
Labourer		532.50
Motor vehicle driver of a vehicle, the unladen mass of which,		

		Wage per week
		R c
together with the unladen mass of any trailer or trailers drawn by such vehicle -		
(a)	does not exceed 1 360 kg	563.00
(b)	exceeds 1 360 but not 2 720 kg	585.00
(c)	exceeds 2 720 kg	667.00
Supervisor, quality controller and instructor		714.50
Traveller's driver		585.00
Watchman or caretaker, whose ordinary hours of work are -		
(a)	less than 60 hours per week	608.00
(b)	60 hours per week	638.00

5. In clause 4(1)(b), substitute the existing wage schedule with the attached new wage schedule (for millinery establishments).

		Wage per week
		R c
Blocker		
(a)	Qualified	555.00
(b)	Learner	
	First year	
	First six months of experience	384.00
	Second six months of experience	428.50
	Second year	
	First six months of experience	469.00
	Second six months of experience	512.50
	Thereafter, the wage specified in (a), i.e.	555.00
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):		
(a)	Qualified	458.00
(b)	Learner	
	First year	
	First six months of experience	384.00
	Second six months of experience	399.00
	Second year	

			Wage per week
			R c
		First six months of experience	413.00
		Second six months of experience	429.00
		Third year	
		First six months of experience	443.00
		Thereafter, the wage specified in (a), i.e.	458.00
Clerk			
	(a)	Qualified	765.50
	(b)	Learner	
		First year	564.50
		Second year	614.00
		Third year	
		First six months of experience	671.00
		Thereafter, the wage specified in (a), i.e.	765.50
General Worker (Millinery)			453.00
Grade 1 Employee (Millinery):			
	(a)	Qualified	448.50
	(b)	Learner	
		First year	
		First six months of experience	384.00
		Second six months of experience	400.00
		Second year	
		First six months of experience	422.50
		Thereafter, the wage specified in (a), i.e.	448.50
Milliner:			
	(a)	Qualified	485.00
	(b)	Learner	
		First year	
		First six months of experience	384.00
		Second six months of experience	408.00
		Second year	
		First six months of experience	409.00
		Second six months of experience	428.00
		Third year	
		First six months of experience	447.00
		Second six months of experience	469.00
		Thereafter, the wage specified in (a) i.e.	485.00
Millinery Machinist:			
	(a)	Qualified	490.00
	(b)	Learner	
		First year	
		First six months of experience	384.00
		Second six months of experience	418.50

		Wage per week	
		R	c
	Second year		
	First six months of experience		444.00
	Thereafter, the wage specified in (a), i.e.		490.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -			
(a)	does not exceed 2268 kg		581.50
(b)	exceeds 2268		614.50
Plain Sewer (Millinery):			
(a)	Qualified		458.00
(b)	Learner		
	First year		
	First six months of experience		384.00
	Second six months of experience		404.50
	Second year		
	First six months of experience		430.50
	Thereafter, the wage specified in (a), i.e.		458.00
Supervisor (Millinery)			656.50
Watchman or Caretaker (Millinery)			662.50

6. In clause 4(10), substitute the expression "2,0%" for the expression "1,87%".
7. In clause 4(11) substitute the year "2007" for the year "2006".
8. In clause 4(12), substitute the year "2007" for the year "2006" and the expression "1 September 2007" for the expression "1 September 2006", wherever it appears.
9. In clause 15(1)(a), insert the following sentence after sub-paragraph (iii) so as to apply to the whole of clause 15(1)(a):

“no employee referred to in this subclause shall be paid less than three weeks’ wages as annual leave pay.”.

10. In clause 22(1)(a), substitute the expression “R1,30 per week” for the expression “R1,18 per week”.
11. In clause 22(1)(b), substitute the expression “R1,30 per week” for the expression “R1,25 per week”.
12. In clause 26(4)(a), substitute the expressions “R18,40” and “R23,10” for the expressions “R15,40” and “R20,10” respectively under Group 1 and the expressions “R20,40” and “R27,10” for the expressions “R17,40” and “R24,10” respectively under Group 2.
13. In clause 26(4)(b), substitute the expression “R5,43” for the expression “R5,15” under Group 1 and the expression “R6,49” for the expression “R6,15” under Group 2.
14. In clause 27(3), substitute the expression “21 cents per week” for the expression “20 cents per week”.
15. In clause 27(4), substitute the expression “32 cents per week” for the expression “30cents per week”.

16. In clause 33(4), substitute the expression **“six days per annum per shop steward”** for the expression **“five days per annum per shop steward”**.
17. In clause 38(5), substitute the expression **“14 cents per week”** for the expression **“13 cents per week”**.
18. In clause 39(3), substitute the expression **“26 cents per week”** for the expression **“25 cents per week”**.
19. In clause 41(1), substitute the expression **“31 August 2008”** for the expression **“31 August 2007”** and the expression **“1 September 2007”** for the expression **“1 September 2006”**.
20. Substitute clause 42(1) with the following new subclause:

“(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry.”

**11. PART G OF THE FORMER AGREEMENT: (PROVISIONS FOR THE
WESTERN CAPE REGION (COUNTRY AREAS))**

1. In clause 1(2)(b), substitute the expression **“R42 328,00 per annum”** for the expression **“R38 506,00 per annum”**.

2. In clause 4(1), substitute the existing wage schedule with the attached new wage schedule.

		Wage per week
		R
Part A - Cutting Department		
Head Cutter		814.00
Pattern Maker:		
(a)	Qualified	814.00
(b)	Learner	
	First year	
	First six months of experience	462.00
	Second six months of experience	508.00
	Second year	
	First six months of experience	556.50
	Second six months of experience	605.00
	Third year	0.00
	First six months of experience	658.00
	Thereafter, the wage specified in (a), i.e.	814.00
Pattern Grader		
(a)	Qualified	660.00
(b)	Learner	
	First year	
	First six months of experience	431.00
	Second six months of experience	462.00
	Second year	
	First six months of experience	490.50
	Second six months of experience	522.00
	Third year	
	First six months of experience	556.50
	Second six months of experience	590.00
	Thereafter, the wage specified in (a), i.e.	660.00
Cutter, lay-maker:		
(a)	Qualified	636.00
(b)	Learner	
	First year	
	First six months of experience	389.00
	Second six months of experience	429.00
	Second year	
	First six months of experience	469.00
	Second six months of experience	511.50
	Third year	
	First six months of experience	560.00
	Second six months of experience	636.00

		Wage per week
		R
Interlining cutter, trimmer, leather cutter and tie cutter		
(a)	Qualified	463.50
(b)	Learner	
	First year	
	First six months of experience	349.50
	Second six months of experience	368.00
	Second year	
	First six months of experience	388.00
	Second six months of experience	407.00
	Third year	
	First six months of experience	427.50
	Thereafter, the wage specified in (a) i.e.	463.50
(c)	If advanced to learner cutter:	
	First six months from date of advancement	501.00
	Second six months from date of advancement	560.00
	Thereafter, the wage specified for a qualified cutter, i.e.	636.00
Layer-up:		
(a)	Qualified	397.50
	First year	
	First six months of experience	339.00
	Second six months of experience	349.50
Second year		
	First six months of experience	363.00
	Thereafter, the wage specified in (a), i.e.	397.50
(b)	If advanced to learner cutter:	
	First six months from date of advancement	397.50
	Second six months from date of advancement	469.00
	Third six months from date of advancement	511.50
	Fourth six months from date of advancement	560.00
	Thereafter, the wage specified for a qualified cutter, i.e.	636.00
Clicker:		
(a)	Qualified	477.50
(b)	Learner	
	First year of experience	359.00
	Second year of experience	407.00
	Thereafter, the wage specified in (a), i.e.	477.50
Tracer:		
(a)	Qualified	448.50
(b)	Learner	
	First year	
	First six months of experience	359.00
	Second six months of experience	382.50
	Second year	
	First six months of experience	405.00
	Thereafter, the wage specified in (a), i.e.	448.50

			Wage per week
			R
Part B - Factory Operatives			
Clothing machine mechanic:			
(a)	Qualified		814.00
(b)	Learner		
	First year		
	First six months of experience		462.00
	Second six months of experience		508.00
	Second year		
	First six months of experience		556.50
	Second six months of experience		605.00
	Third year		
	First six months of experience		658.00
	Second six months of experience		710.50
	Thereafter, the wage specified in (a), i.e.		814.00
Grade A employee:			
(a)	Qualified		508.00
(b)	Learner		
	First year		
	First six months of experience		361.00
	Second six months of experience		387.50
	Second year		
	First six months of experience		411.50
	Second six months of experience		435.50
	Third year		
	First six months of experience		463.50
	Thereafter, the wage specified in (a), i.e.		508.00
Grade B employee:			
(a)	Qualified		431.00
(b)	Learner		
	First year		
	First six months of experience		354.50
	Second six months of experience		373.00
	Second year		
	First six months of experience		391.00
	Thereafter, the wage specified in (a), i.e.		431.00
(c)	If advanced to Grade A employee:		
	First six months from date of advancement		431.00
	Second six months from date of advancement		435.50
	Third six months from date of advancement		463.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.		508.00

		Wage per week
		R
Grade C employee:		
(a)	Qualified	387.50
(b)	Learner	
	First year	
	First six months of experience	347.50
	Second six months of experience	358.00
	Thereafter, the wage specified in (a), i.e.	387.50
(c)	If advanced to Grade B employee:	
	First six months from date of advancement	387.50
	Second six months from date of advancement	391.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	431.00
Underpresser, blocker:		
(a)	Qualified	391.00
(b)	Learner	
	First year	
	First six months of experience	339.00
	Second six months of experience	349.50
	Second year	
	First six months of experience	363.00
	Second six months of experience	391.00
(c)	If advanced to learner presser:	
	First six months from date of advancement	391.00
	Second six months from date of advancement	463.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	508.00
Part C - Clerical employees		
Clerk		
(a)	Qualified	560.00
(b)	Learner	
	First year of experience	414.00
	Second year of experience	452.00
	Third year	
	First six months of experience	492.00
	Thereafter, the wage specified in (a), i.e.	560.00
Factory Clerk		
(a)	Qualified	421.00
(b)	Learner	
	First year of experience	338.00
	Second year of experience	359.50
	Third year	
	First six months of experience	386.00
	Thereafter, the wage specified in (a), i.e.	421.00

			Wage per week
			R
Part D - General			
Boiler attendant			399.00
Despatch packer			412.00
General Worker			386.00
Labourer			391.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -			
	(a)	under 2 720 kg	431.50
	(b)	2 720 kg and over	490.50
Supervisor, quality controller and instructor			522.00
Traveller's driver			431.50
Watchman or caretaker, whose ordinary hours of work are -			
	(a)	less than 60 hours per week	447.00
	(b)	60 hours per week	469.00

3. In clause 4(10), substitute the expression "2,0%" for the expression "1,87%".
4. In clause 4, substitute the year "2007" for the year "2006".
5. In clause 4(12), substitute the year "2007" for the year "2006", and the expression "1 September 2007" for the expression "1 September 2006", wherever it appears.
6. In clause 15(1)(a), insert the following sentence after sub-paragraph (iii) so as to apply to the whole of clause 15(1)(a):

“no employee referred to in this subclause shall be paid less than three weeks’ wages as annual leave pay.”.

7. In clause 22(1)(a), substitute the expression “R1,30 per week” for the expression “R1,18 per week”.
8. In clause 22(1)(b), substitute the expression “R1,30 per week” for the expression “R1,25 per week”.
9. In clause 26(4)(a), substitute the expressions “R18,40” and “R23,10” for the expressions “R15,40” and “R20,10” respectively under Group 1 and the expressions “R20,40” and “R27,10” for the expressions “R17,40” and “R24,10” respectively under Group 2.
10. In clause 26(4)(b), substitute the expression “R5,43” for the expression “R5,15” under Group 1 and the expression “R6,49” for the expression “R6,15” under Group 2.
11. In clause 27(3), substitute the expression “21 cents per week” for the expression “20 cents per week”.
12. In clause 27(4), substitute the expression “32 cents per week” for the expression “30cents per week”.

13. In clause 33(4), substitute the expression **“six days per annum per shop steward”** for the expression **“five days per annum per shop steward”**.
14. In clause 38(5), substitute the expression **“14 cents per week”** for the expression **“13 cents per week”**.
15. In clause 39(3), substitute the expression **“26 cents per week”** for the expression **“25 cents per week”**.
16. In clause 41(1), substitute the expression **“31 August 2008”** for the expression **“31 August 2007”** and the expression **“1 September 2007”** for the expression **“1 September 2006”**.
17. Substitute clause 42(1) with the following new subclause:

“(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry.”

**12. PART H OF THE FORMER AGREEMENT: (PROVISIONS FOR THE
WESTERN CAPE REGION (KNITTING))**

1. In clause 4(1), substitute the existing wage schedule with the attached new wage schedule.

			Wage per week
			R
Part A - Cutting Department			
Pattern Maker:			
(a)	Qualified		R 1,124.00
(b)	Learner		
	First year		
	First six months of experience		R 629.50
	Second six months of experience		R 695.00
	Second year		
	First six months of experience		R 761.00
	Second six months of experience		R 831.00
	Third year		
	First six months of experience		R 905.50
	Second six months of experience		R 978.00
	Thereafter, the wage specified in (a), i.e.		R 1,124.00
Pattern Grader			
(a)	Qualified		R 907.00
(b)	Learner		
	First year		
	First six months of experience		R 592.50
	Second six months of experience		R 629.50
	Second year		
	First six months of experience		R 667.00
	Second six months of experience		R 714.50
	Third year		
	First six months of experience		R 761.00
	Second six months of experience		R 810.00
	Thereafter, the wage specified in (a), i.e.		R 907.00
Football Jersey Cutter			
(a)	Qualified		R 630.50
(b)	Learner		
	First year		
	First six months of experience		R 473.50
	Second six months of experience		R 501.50
	Second year		
	First six months of experience		R 528.00
	Second six months of experience		R 556.00
	Third year		
	First six months of experience		R 583.00
	Thereafter, the wage specified in (a), i.e.		R 630.50
Layer-up			
(a)	Qualified		R 543.50
(b)	Learner		
	First year		

			Wage per week
			R
		First six months of experience	R 457.50
		Second six months of experience	R 473.50
	Second year		
		First six months of experience	R 494.50
		Thereafter, the wage specified in (a), i.e.	R 543.50
Part B - Factory Operatives			
Grade A employee:			
(a)	Qualified		R 695.00
(b)	Learner		
	First year		
		First six months of experience	R 489.00
		Second six months of experience	R 527.00
	Second year		
		First six months of experience	R 563.00
		Second six months of experience	R 592.50
	Third year		
		First six months of experience	R 630.50
		Thereafter, the wage specified in (a), i.e.	R 695.00
Grade B employee:			
(a)	Qualified		R 594.00
(b)	Learner		
	First year		
		First six months of experience	R 482.00
		Second six months of experience	R 507.00
	Second year		
		First six months of experience	R 532.50
		Thereafter, the wage specified in (a), i.e.	R 594.00
(c)	If advanced to Grade A employee:		
		First six months from date of advancement	R 594.00
		Second six months from date of advancement	R 611.50
		Third six months from date of advancement	R 630.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	R 695.00
Grade C employee:			
(a)	Qualified		R 527.00
(b)	Learner		
	First year		
		First six months of experience	R 472.50
		Second six months of experience	R 486.00
		Thereafter, the wage specified in (a), i.e.	R 527.00
(c)	If advanced to Grade B employee:		
		First six months from date of advancement	R 527.00
		Second six months from date of advancement	R 532.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	R 594.00

			Wage per week
			R
Part C - Clerical employees			
Clerk			
(a)	Qualified		R 765.50
(b)	Learner		
	First year		R 564.50
	Second year		R 614.00
	Third year		
	First six months of experience		R 671.00
	Thereafter, the wage specified in (a), i.e.		R 765.50
Factory Clerk			
(a)	Qualified		R 575.00
(b)	Learner		
	First year		R 457.50
	Second year		R 487.50
	Third year		
	First six months of experience		R 527.00
	Thereafter, the wage specified in (a), i.e.		R 575.00
Part D - General			
Boiler attendant			R 545.50
Despatch packer			R 563.00
General Worker			R 527.00
Labourer			R 532.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -			
(a)	does not exceed 1 360 kg		R 563.00
(b)	exceeds 1 360 but not 2 720 kg		R 585.00
(c)	exceeds 2 720 kg		R 667.00
Supervisor, quality controller and instructor			R 714.50
Traveller's driver			R 585.00
Watchman or caretaker, whose ordinary hours of work are -			
(a)	less than 60 hours per week		R 608.00
(b)	60 hours per week		R 638.00

2. In clause 4(9), substitute the expression "2,0%" for the expression "1,87%".

21. In clause 4(10), substitute the year "2007" for the year "2006".

22. In clause 4(11), substitute the year "2007" for the year "2006", and the expression "1 September 2007" for the expression "1 September 2006", wherever it appears.

23. Substitute the preamble to clause 15(1) with the following new preamble:

"(1) Annual leave: Subject to the provisions of subclause (7), every employee shall between 15 December of each year and 14 January of the following year be granted at least three consecutive weeks' and one working day's annual leave and shall, in respect of such leave be paid as follows:".

6. Substitute clause 15(1)(a) with the following new subclause:

"(a) no employee referred to in this subclause shall be paid less than three weeks' wages as annual leave pay."

7. In clause 22(1)(a), substitute the expression "R1,30 per week" for the expression "R1,18 per week".

8. In clause 22(1)(b), substitute the expression "R1,30 per week" for the expression "R1,25 per week".

9. In clause 26(4)(a), substitute the expressions "R18,40" and "R23,10" for the expressions "R15,40" and "R20,10" respectively under Group 1 and the expressions "R20,40" and "R27,10" for the expressions "R17,40" and "R24,10" respectively under Group 2.
10. In clause 26(4)(b), substitute the expression "R5,43" for the expression "R5,15" under Group 1 and the expression "R6,49" for the expression "R6,15" under Group 2.
11. In clause 27(3), substitute the expression "21 cents per week" for the expression "20 cents per week".
12. In clause 27(4), substitute the expression "32 cents per week" for the expression "30 cents per week".
13. In clause 33(4), substitute the expression **"six days per annum per shop steward"** for the expression **"five days per annum per shop steward"**.
14. In clause 38(5), substitute the expression "14 cents per week" for the expression "13 cents per week".
15. In clause 39(3), substitute the expression "26 cents per week" for the expression "25 cents per week".

16. In clause 41(1), substitute the expression "31 August 2008" for the expression "31 August 2007" and the expression "1 September 2007" for the expression "1 September 2006".

17. Substitute clause 42(1) with the following new subclause:

"(1) The Council shall conduct a survey on the extent and type of contract work in the clothing industry."

13. PART I OF THE FORMER AGREEMENT: (PROVISIONS FOR THE NON-METRO AREAS)

1. In clause 4(1), substitute the existing wage schedule with the attached new wage schedule.

Category/Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Ultenhage	In all other Areas
	Wage Rate per week	Wage Rate per week
Category A		
0 - 6 months	348.50	287.00
Thereafter	384.00	313.00
Category B		
0 - 6 months	352.00	289.50
7 - 12 months	379.50	309.50
13 - 18 months	407.00	329.00
Thereafter	443.50	354.00
Category C		
0 - 6 months	387.50	315.50
7 - 12 months	434.00	347.50
13 - 18 months	480.00	379.50
19 - 24 months	525.50	414.50
Thereafter	571.50	449.50
Category D		
0 - 6 months	387.50	315.50

Category/Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage	In all other Areas
	Wage Rate per week	Wage Rate per week
7 - 12 months	421.50	339.00
13 - 18 months	467.00	363.00
19 - 24 months	490.00	387.00
Thereafter	561.00	441.50
Category E		
0 - 6 months	411.00	331.50
7 - 12 months	465.00	369.00
13 - 18 months	526.00	415.00
19 - 24 months	587.50	462.00
Thereafter	653.50	512.00
Band Knife Cutter		
0 - 6 months	370.00	303.00
7 - 12 months	404.50	327.00
13 - 18 months	437.00	350.00
19 - 24 months	474.00	375.50
Thereafter	529.50	417.50
Clerical		
0 - 6 months	381.00	311.00
7 - 12 months	424.50	341.00
13 - 18 months	459.50	365.50
Thereafter	538.50	424.00
Assistant Head Cutter	632.00	496.00
Head Cutter	778.50	608.00
Foreperson	690.50	560.00
Watchperson	456.50	363.50
Driver 1 (454kg)	432.00	346.50
Driver 2 (454 - 2722kg)	468.00	371.50
Driver 3 (2722 -4540kg)	537.50	423.50
Driver 4 (4540kg)	640.00	502.00

2. In clause 4(6), substitute the year "2007" for the year "2006".

24. In clause 4(8), substitute the year "2007" for the year "2006", and the expression "1 September 2007" for the expression "1 September 2006", wherever it appears.

25. Substitute clause 5(1)(a) with the following new subclause:

“(a) weekly or fortnightly;”

26. In clause 5(1), insert the following new subclause:

“(e) payment to employees shall not be for periods longer than fortnightly, unless otherwise agreed between the employer and the trade union at plant level. Such agreement shall be in writing.”.

27. In clause 14(3)(b), insert the following expression at the end of the subclause:

“no such employee shall be paid less than three weeks’ wages as annual leave pay.”.

28. In subclause 37, make the present paragraph to read subclause “(1)” and insert the following new subclause (2):

“(2) Duly elected shop stewards are each entitled to ten working days paid leave per calendar year pooled per establishment to be used at the discretion of the trade union for bona fide trade union activities, provided that the employer is given at least ten(10) working days prior notice thereof, (For the purpose of this clause a “working day” shall mean any day excluding a

Saturday and Sunday, a public holiday in terms of this part of the Agreement and the period of annual shut-down).

29. In clause 40(1), substitute the expression "31 August 2008" for the expression "31 August 2007" and the expression "1 September 2007" for the expression "1 September 2006".

30. Substitute clause 41(1) with the following new subclause:

"(1) the Council shall conduct a survey on the extent and type of contract work in the clothing industry."

31. Substitute clause 42 with the following new clause:

"42. PROVIDENT FUND CONTRIBUTIONS

- a. Employees' contributions: Every employer shall, each week or each month, as the case may be, deduct from the wages of each of his weekly paid or monthly paid employees, in respect of whom wages are prescribed in this part of the Agreement, and who has worked 9 ordinary hours or more during any pay week, an amount of equal to 4,0% of his wages towards a provident fund or a retirement fund administered by the Council, provided this is confirmed in a plant level ballot by the majority of employees.

No deductions shall be made from the wages of an employee who is 65 years of age or older.

- b. Employers' contributions: An employer shall each week, in the case of weekly paid employees or each month, in the case of monthly paid employees, contribute an amount equal to 4,0% of the wage of each of his employees in respect of whom contributions are deducted as provided for in subclause (1) above.
- c. The total deducted in terms of subclause (1) above, together with the employer's contributions in terms of subclause (2) above, shall be forwarded together with a list showing Council registration numbers of employees detailing particulars of contributions, to the General Secretary of the Council, or Regional Secretary of the Regional Chamber of this Council in whose area of responsibility the employer's business falls to reach him no later than 14 days after the end of each calendar month."

Signed at **CAPE TOWN** on behalf of the Parties this **25th** day of **SEPTEMBER 2007** and **9th** day of **October 2007** respectively.

F OOSTHUYSEN

Chairperson

P J BRAND

Vice-Chairperson

S D NDUNA

General Secretary
